PERFORMANCE MEASUREMENT

The North Carolina Local Government Performance Measurement Project

This section summarizes the results from the North Carolina Local Government Performance Measurement Project (the "Performance Measurement Project") for the City of Salisbury. The following pages present performance and cost information for the City of Salisbury in comparison with the thirteen other cities participating in the project along with explanatory information about the services. This information is reprinted from the Institute of Government report entitled "North Carolina Local Government Performance Measurement Project – Final Report on City Services for Fiscal Year 1998-99 Performance and Cost Data", dated February 2000. Specific information on the other cities' results and a discussion about the performance measures can be found in the official publication.

The Performance Measurement Project

The Performance Measurement Project is an ongoing effort by several cities and counties in North Carolina to measure and compare local government services and costs. The City of Salisbury is a participant in the Performance Measurement Project, which includes the cities of Asheville, Cary, Chapel Hill, Charlotte, Durham, Garner, Greensboro, Hickory, Raleigh, Shelby, Wilmington, Wilson, and Winston-Salem. Coordinated by the Institute of Government, the report analyzed the following local services: residential refuse collection, household recycling, yard waste and leaf collection, street pavement maintenance, fire, emergency communications, police patrol and police investigations. Other local government services such as building inspections will be added to the project scope in future years.

The purposes of the Performance Measurement Project are:

- To develop methods that North Carolina's cities and counties can use in their efforts to measure and assess the performance and costs of public services and test and refine these methods by applying them to a select group of local government services.
- To produce reliable data that the participating local jurisdictions can use to assess the performance and costs of the services studied in the project.
- To provide information to help local governments identify performance benchmarks as well as innovative or improved methods of service delivery.

By participating in the Performance Measurement Project, local governments have comparative performance and cost data to track their performances and costs in relation to other local governments along with their own past performances and costs. By using the information, local governments can hopefully provide their services more effectively and efficiently.

Performance Measurement for the City of Salisbury

The City of Salisbury has committed to continuing in the North Carolina Local Government Performance Measurement Project in FY2000-01 and beyond. As shown in the Budget Message on page vi, Outcome #11, goal 1 is to participate in statewide programs with other cities to establish performance standards. Every City department has been challenged to develop meaningful performance measurements as a benchmark for improving services to our citizens.

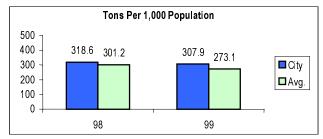
Residential Refuse Collection

Salisbury

FY 1998-99

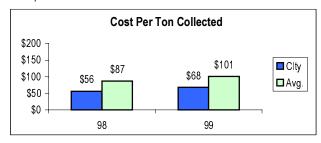
FISCAL YEARS 1998 & 1999

Workload Measure



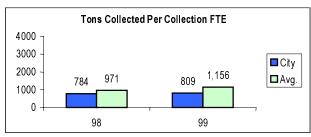
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Efficiency Measure



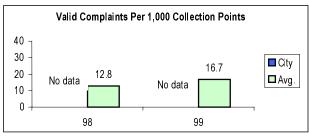
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Efficiency Measure



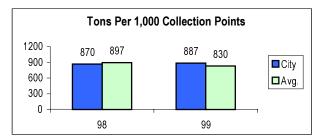
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Effectiveness Measure



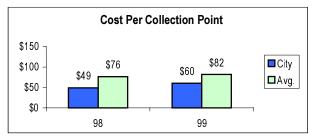
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Workload Measure



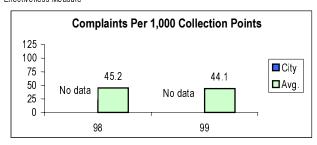
n = 13

Efficiency Measure



n = 13

Effectiveness Measure



Residential Refuse Collection

Salisbury

FY 1998-99

CITY PROFILE	
Population	26,792
(State Planning as of 1998)	
Land Area (Square Miles)	17.8
Persons per Square Mile	1,509
Topography	Gently Rolling
County	Rowar
Climate	Moderate; Some
	Snow & Ice
Median Family Income	\$39,200
(HUD Estimate for County-4/98)	

FULL COST PROFILE		
Cost Breakdown By %		
Personal Services		50.9%
Operating Costs		30.6%
Capital Costs		18.5%
TOTAL		100.0%
Cost Breakdown By \$		
Personal Services	\$	285,123
Operating Costs	\$	171,194
Capital Costs	\$	103,774
TOTAL	\$	560,091
SERVICE PROFILE		
FTE Positions-Collection		10.2
FTE Positions-Other		0.0
Tons Collected		8,250

Residential Customers

Collection Location

Collection Frequency

% Service Contracted

Type of Equipment

Size of Crews

Service Fee

(# represents collection points)

EXPLANATORY INFORMATION

Service Level and Delivery

Salisbury provides residential refuse collection services once per week at curbside. Backyard collection service is provided for handicapped and disabled customers only. The city charges a landfill fee of \$2.96 per month.

The city employed six crews during FY 1998-99, three composed of one driver and one collector and three composed of one driver. Six semiautomated packers were used during the fiscal year. Sixteen collection routes were used with an average trip per route per day to the transfer station of eight miles.

Each resident has one ninety-gallon roll out cart provided and paid for by the city. The city collected 8,250 tons of residential refuse during FY 1998-99. The landfill fee was \$28 per ton.

Conditions Affecting Service, Performance, and Costs

The city of Salisbury does not track complaints or valid complaints for its residential refuse collection service.

13-3

9,300

Curbside

1 X Week

2 Person (3) 1 Person (3)

\$2.96/Month Landfill Fee

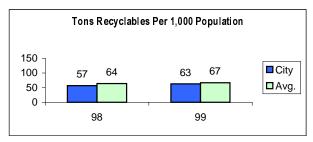
6 Semi-Automated Compactors

0%

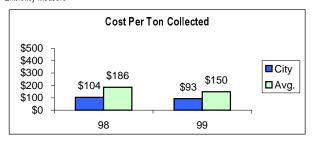
(Backyard for Disabled)

FISCAL YEARS FY 1998 & 1999

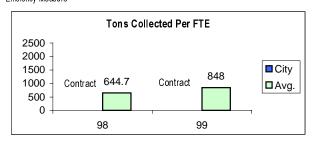
Workload Measure



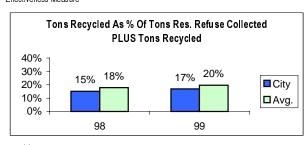
n = 12 Efficiency Measure



n = 12 Efficiency Measure

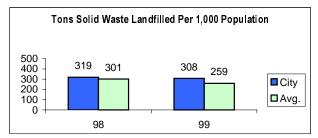


n = 4 Effectiveness Measure

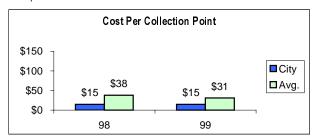


n = 11

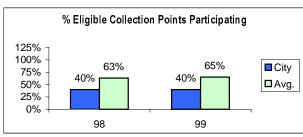
Workload Measure



n = 12 Efficiency Measure



n = 12 Effectiveness Measure



n = 11

Salisbury uses the definition below as the basis for measuring "% Eligible Collection Points Participating":

PARTICIPATION RATE defined as the number of bins put at the curb at least one time per month compared with the total eligible for the service. The city provides weekly service.

Household Recycling

Salisbury

FY 1998-99

CITY PROFILE		
Population	26,792	
(State Planning as of 1998)		
Land Area (Square Miles)	17.8	
Land Area (Oquale Miles)	17.0	
Persons per Square Mile	1,509	
r 1	,	
Topography	Gently Rolling	
County	Rowan	
Climate	Moderate; Some	
	Snow & Ice	
Median Family Income	\$39,200	
(HUD Estimate For County-4/98)		
	_	
FULL COST PROFILE		
Cost Breakdown By %		

Personal Services	0.0%
Operating Costs	100.0%
Capital Costs	0.0%
TOTAL	 100.0%
Cost Breakdown By \$	
Personal Services	\$ -
Operating Costs	\$ 155,616
Capital Costs	\$ -
TOTAL	\$ 155,616

SERVICE PROFILE

FTE Positions–Collection FTE Positions–Other	0.0
Tons Collected	1,676
Collection Points	10,300
Collection Location	Curbside
Collection Frequency	1 X Week
# Drop-Off Centers	0
% Service Contracted	100%
Revenue from Recycling	\$155,735

Revenue as % of Cost

EXPLANATORY INFORMATION

Service Level and Delivery

Salisbury provides once-a-week curbside collection of recyclable materials from households. The city provides and pays for the fourteengallon recycling bins that residents use. Residents place materials commingled into the bins. The recyclable materials collected are:

glass-all colors newspaper magazines mixed paper and

mixed paper and mail telephone books

cardboard-2x3 broken down/cereal boxes

plastics-No. 1 and No. 2 cans-all aluminum and steel

The city contracts 100 percent of its recycling program. The city charges a monthly recycling fee of \$1.44 and collected revenue of \$155,735 for FY 1998-99.

Conditions Affecting Service, Performance, and Costs

The measure of tons collected per FTE is omitted since the employees of the contractor are not included in the performance data.

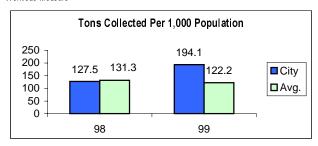
Yard Waste/Leaf Collection

Salisbury

FY 1998-99

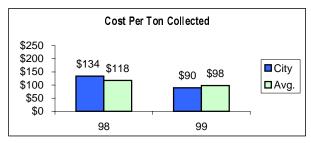
FISCAL YEARS 1998 & 1999

Workload Measure



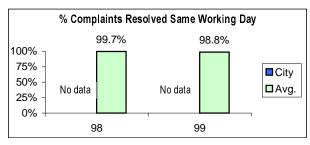
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Efficiency Measure



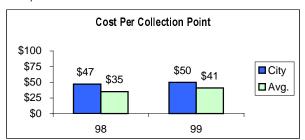
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Effectiveness Measure



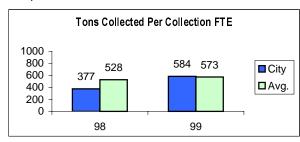
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Efficiency Measure



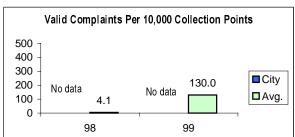
n = 12

Efficiency Measure



n = 11

Effectiveness Measure



Yard Waste/Leaf Collection

Salisbury

FY 1998-99

CITY PROFILE		
Population	26,792	
(State Planning as of 1998)		
Land Area (Square Miles)	17.8	
Persons per Square Mile	1,509	
Topography	Gently Rolling	
County	Rowar	
Climate	Moderate, Some	
Madian Family Income	Snow & Ice	
Median Family Income (HUD Estimate for County–4/98)	\$39,200	
FULL COST PROFILE		

FULL COST PROFIL

Cost Breakdown By %		
Personal Services		48.8%
Operating Costs		33.7%
Capital Costs		17.5%
TOTAL	<u> </u>	100.0%
Cost Breakdown By \$		
Personal Services	\$	229,167
Operating Costs	\$	158,304
Capital Costs	\$	82,126
TOTAL	\$	469,597
SERVICE P	ROFILE	
FTE Positions-Collection		8.9

FTE Positions-Other	0.0
Collection Points	9,300
Tons Collected Yard Waste Leaves Total	4,200 1,000 5,200

Collection Frequency

Yard Waste 1 X Week Leaf Collection 1 X Week

Service Fee None

EXPLANATORY INFORMATION

Service Level and Delivery

Yard waste is picked up weekly at the curb in Salisbury. Yard waste includes limbs, shrubs, bagged grass clippings, and bagged leaves. It is collected the same day as trash and recycling materials for city residents.

Depending on need, one to three crews, each consisting of a driver and two laborers, collect yard waste from packer trucks. A two-member crew operating a knuckleboom truck is used to pick up large brush piles and limbs.

Loose leaves are collected from curbside during leaf season, running from mid October through March. Loose leaves are collected every third week during leaf season and bagged leaves are collected weekly with the regular yard waste program.

The city did not charge a fee for its yard waste collection program during FY 1998-99.

Conditions Affecting Service, Performance, and Costs

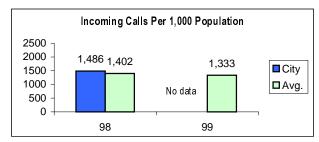
The city of Salisbury does not track either complaints resolved in the same working day or valid complaints for its yard waste and leaf collection programs.

Salisbury

Police Patrol FY 1998-99

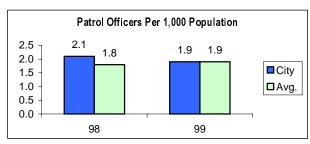
FISCAL YEARS 1998 & 1999

Workload Measure



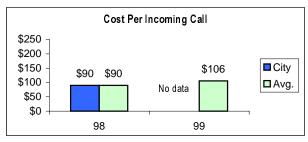
n = 13

Workload Measure



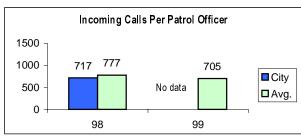
n = 14

Efficiency Measure



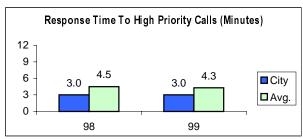
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Efficiency Measure



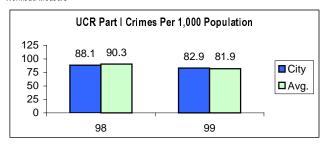
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Effectiveness Measure



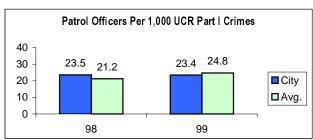
n = 13

Workload Measure



n = 14

WorkloadMeasure



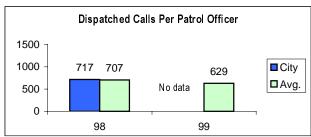
n = 14

Efficiency Measure



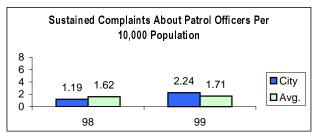
n = 13

Efficiency Measure



n =13

Effectiveness Measure



Police Patrol

FY 1998-99

Salisbury

CITY PROFILE	
Population (OSP-98)	26,792
Land Area (Square Miles)	17.8
Persons per Square Mile	1,509
County	Rowan
Median Family Income	\$39,200
(HUD Estimate for County–4/98)	
Unemployment Rate	3.6%
UCR Part Crimes Reported	
Homicide	5
Rape	24
Robbery	78
Ass ault	300
Burglary	310
Larceny	1,355
AutoTheft	134
Arson	16
TOTAL	2,222

FULL COST PROFILE

Cost Breakdown By % Personal Services Operating Costs Capital Costs TOTAL		57.0% 33.7% 9.3% 100.0%
Cost Breakdown By \$ Personal Services	\$	1,928,521
Operating Costs	\$	1,140,153
Capital Costs	\$	317,515
TOTAL	\$	3,386,189
SERVICE PROFIL FTE Positions–Sworn FTE Positions–Other	LE	52.0 0.0
# Incoming Calls		NA
# Calls Dispatched		NA
UCR Part II Crimes Reported		NA
Traffic Accidents		1,909
Property Damage		\$4,652,605
Avg. #Years Service For Sworn Officers		5.2

EXPLANATORY INFORMATION

Service Level and Delivery

Salisbury's police department provides an array of police services, including a telephone response unit, a forensics laboratory, a canine unit, a special response unit, bicycle patrol, animal control, drug enforcement, and two school programs.

The city had seventy-six sworn officer positions authorized for FY 1998-99, including fifty-two patrol officers with an average length of service of 5.2 years. The police department is located in a two-story facility and employs four substations. Two substations are located in neighborhoods, one substation is located in the business district, and the other occupies an apartment in the Salisbury Housing Authority apartment complex.

Patrol officers work a 2,080 year and a variety of shift schedules, including a twelve-hour schedule, four days on and four off. Some work a ten-hour schedule with five days on and three off. The rotating twelve-hour shifts include augmented mid-hour shifts and late shifts that may be moved according to need.

The city defines high priority emergency calls as those crimes that are in progress, life threatening, or potential life threatening circumstances. Each officer is assigned a vehicle and allowed to take it home.

Conditions Affecting Service, Performance, and Costs

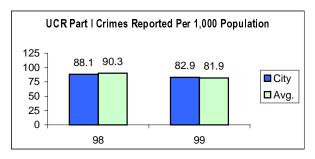
The city of Salisbury installed a new emergency communication system during FY 1998-99 and was unable to provide performance data for incoming calls and calls dispatched.

Salisbury

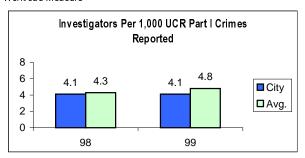
Police Investigations FY 1998-99

Fiscal Years 1998 & 1999

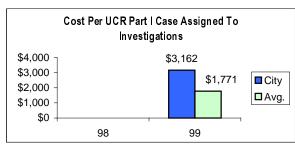
Workload Measure



n = 14 Workload Measure

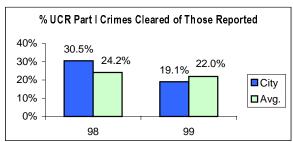


n = 14 Efficiency Measure



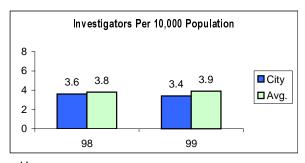
n = 12 **Not measured in FY 1998

Effectiveness Measure

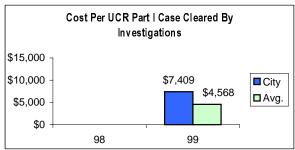


n = 14 **Crimes cleared total for entire department

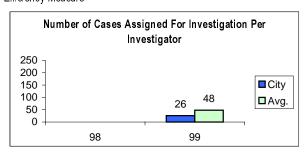
Workload Measure



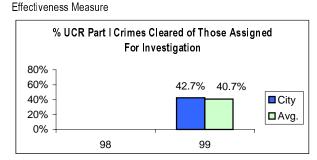
n = 14 Efficiency Measure



n = 12 **Not measured in FY 98 Efficiency Measure



n = 12 **Not measured in FY 1998



n = 11 ** Not measured in FY 98

Police Investigations

Salisbury

FY 1998-99

<u> </u>			
CITY PROFILE	:		
Population (OSP-98)		26,792	
Land Area (Square Miles)		17.8	
Persons per Square Mile		1,509	
County		Rowan	
Median Family Income		\$39,200	
(HUD Estimate for County–4/98)		Ψ33,200	
		3.6%	
Unemployment Rate		3.0%	
HODD (10) D (1			
UCR Part Crimes Reported		_	
Homicide		5	
Rape		24	
Robbery		78	
Assault		300	
Burglary		310	
Larceny		1,355	
Auto Theft		134	
Arson		16	
TOTAL		2,222	
FULL COST PRO	FILE		
Cost Breakdown By %			
Personal Services		67.3%	
Operating Costs		24.5%	
Capital Costs		8.2%	
TOTAL		100.0%	
1017.12		100.070	
Cost Breakdown By \$			
Personal Services	\$	493,792	
Operating Costs	\$	179,356	
Capital Costs	\$	60,381	
TOTAL	\$	733,529	
TOTAL	Ψ	133,323	
SERVICE PROFI			
	LE	•	
FTE Positions-Sworn		9	
FTE Positions-Other		1	
Part Crimes Assigned to Investigation	าร		
Persons		70	
Property		162	
Total		232	
Part Crimes Cleared by Investigation	s		
Persons		33	
Property		66	
Total		99	
Avg. # Years Service		13	
For Sworn Officers			
		ı	

EXPLANATORY INFORMATION

Service Level and Delivery

Police investigations had nine sworn investigator positions authorized for FY 1998-99 with an average length of service of thirteen years. The city also budgeted one clerical position for the same fiscal year.

Investigators in Salisbury work a 42.5 hour week, Monday through Friday from 8:30 a.m. to 5:00 p.m. The investigators are called back as needed.

Police investigations was assigned 232 cases for FY 1998-99 and cleared 99 cases. The police department was successful in clearing 424 cases. The department did not receive any complaints during the fiscal year against investigative officers.

Conditions Affecting Service, Performance, and Costs

FY 1997-98 performance data are not reported for the following measures: cost per UCR Part I cases cleared by investigations, cost per UCR Part I cases assigned to investigations, and number of cases assigned for investigations per investigative officer.

The cost per UCR Part I cases cleared by investigations and cost per UCR Part I cases assigned to investigations were changed from investigative cost per Part I crime cleared by the police department and investigative cost per Part I crime reported to the police department, respectively. The changes were made to ensure that both cost and performance were derived from the same function.

The number of cases assigned for investigations per investigative officer represents a new performance measure and was not contained in the FY 1997-98 performance and cost data report.

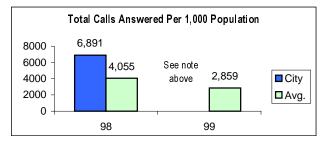
Emergency Communications

Salisbury

FY 1998-99

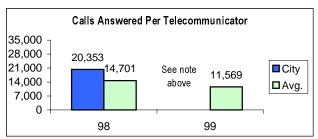
FISCAL YEARS 1998 & 1999

Workload Measure



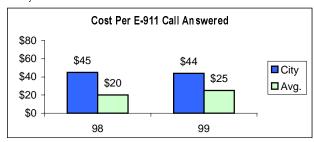
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Efficiency/Workload Measure



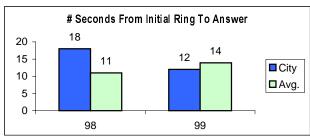
n = 9

Efficiency Measure



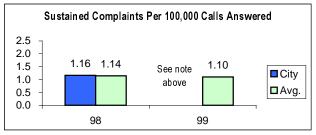
n = 7

Effectiveness Measure



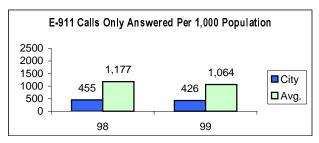
n = 8

Effectiveness Measure



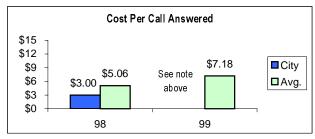
NOTE: Data on total number of calls not available for FY 1999

Workload Measure



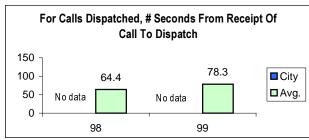
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Efficiency Measure



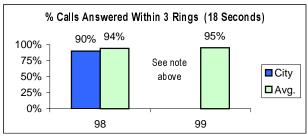
n = 9

Effectiveness Measure



n = 7

Effectiveness Measure



n = 7

**NOTE: 1 Ring = 6 Seconds

*Receipt of call = time of first ring of telephone

*Dispatch of call = time to beginning of dispatch

Emergency Communications

Salisbury

FY 1998-99

Salisbuly		FY 1998-99	
CITY PROFIL	.E	EXPLANATORY INFORMATION	
Population (OSP-98)	26,792		
Land Area (Square Miles)	17.8	Service Level and Delivery	
Persons per Square Mile	1,509	The emergency communications center is located in the police	
County	Rowan	department and processes 911 emergency and nonemergency calls. It	
		dispatches police and other emergency response units as necessary.	
Median Family Income	\$39,200	Many of the calls come directly to the center. Others from city residents	
(HUD Estimate for County–4/98)		go initially to the Rowan County communications center and are then	
Unemployment Rate	3.6%	immediately switched to the city's police communication center. The city's center operates twenty-four hours a day, seven days a week.	
Population Growth	13.8%	The city owns its communications againment including infrastructure	
(OSP 1990-1998)		The city owns its communications equipment, including infrastructure. The system is a Motorola 800 Mhz trunked Smartnet system with a	
		single site, twenty channel analog and two Ghz microwave sites.	
		Approximately 1,650 users are on the system.	
FULL COST PROFILE		Salisbury's center did not report total calls for FY 1998-99. It only	
Cost Breakdown By %		reported calls taken and dispatched for 911 calls. The city defines	
Personal Services	57.3%	highest priority emergency calls as crimes in progress and, calls	
Operating Costs	40.3%	involving injury or imminent injury to a person.	
Capital Costs	2.4%		
TOTAL	100.0%	Conditions Affecting Service, Performance, and Costs	
Cost Breakdown By \$			
Personal Services	\$ 290,687		
Operating Costs	\$ 203,934		
Capital Costs	\$ 12,405		
TOTAL	\$ 507,026		
SERVICE PRO	FILE		
FTE Positions	10.5		
Telecommunicators Other	10.5 1.0		
Other	1.0		
Total Incoming Calls	NA		
Total 911 Calls	11,400		
Total Calls Dispatched	NA		
Highest Priority Calls	NA		
E-911 Fee	No		
Revenue from Fee	NA NA		
Number of Complaints	3		
Number of Sustained Complaints	1		
800 MHZ. System	Yes		
000 MILE O VSTOIL	1 625		

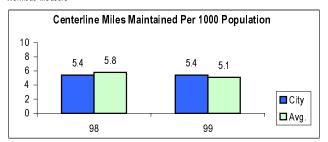
Street Pavement Maintenance

Salisbury

FY 1998-99

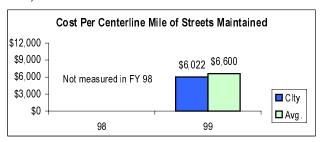
FISCAL YEARS 1998 & 1999

Workload Measure



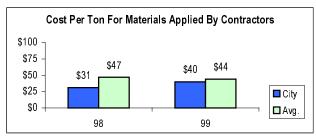
n = 11

Efficiency Measure



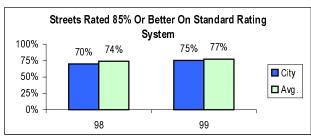
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Efficiency Measure



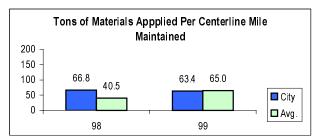
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Effectiveness Measure



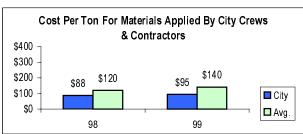
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Workload Measure



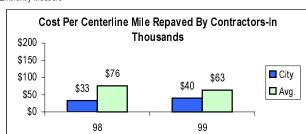
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Efficiency Measure



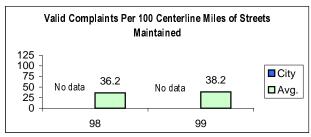
n = 11

Efficiency Measure



n = 10

Effectiveness Measure



Street Pavement Maintenance

Salisbury

FY 1998-99

CITY PROFILE	
Population	26,792
(State Planning as of 1998)	
Land Area (Square Miles)	17.8
	4.500
Persons per Square Mile	1,509
Topography	Gently Rolling
Γοροφιαριτή	Obining Moning
County	Rowan
·	
Climate	Moderate; Some
	Snow & Ice
Median Family Income	\$39,200
(HUD Estimate for County–4/98)	

FULL COST PROFILE

FULL COST PROFILE				
Cost Breakdown By %				
Personal Services		23.9%		
Operating Costs		63.0%		
Capital Costs		13.1%		
TOTAL		100.0%		
Cost Breakdown By \$				
Personal Services	\$	209,454		
Operating Costs	\$	552,002		
Capital Costs	\$	114,722		
TOTAL	\$	876,178		
SERVICE PROFIL	LE			
FTE Positions-City Workers		7.7		
FTE Positions-Other		0.0		
Centerline Miles Maintained		145.5		
Centerline Miles Resurfaced-Contract		7.9		
Centerline Miles Resurfaced-City		0.0		
Total		7.9		
Tons of Materials Used				
Contracts		8,000		
City		1,225		
Total		9,225		
Linear Feet Curb & Gutter		2,012		
Repaired/Replaced				

Registered Vehicles

Registered Vehicles/Square Mile

EXPLANATORY INFORMATION

Service Level and Delivery

The city of Salisbury was responsible for maintaining 145.5 centerline miles during FY 1998-99. The city resurfaced a total of 7.92 centerline miles, all under contract. The 7.92 centerline miles resurfaced equates to approximately 5 percent of total centerline miles.

The total tons of materials used during the fiscal year were 9,225, representing 8,000 tons used under contract and 1,225 used by city crews for maintenance and repair. The average resurfacing depth used by the contractor was 1.5 inches.

The city reported that 75.2 percent of city streets rated 85 or above on its ITRE rating. The last rating was conducted in 1998.

The city of Salisbury did not report valid complaints received during FY 1998-99 and did not report the percentage of hazardous pavement conditions responded to within twenty-four hours.

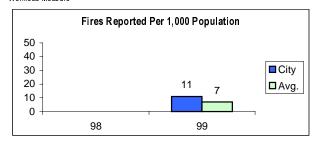
Conditions Affecting Service, Performance, and Costs

20,282

1,142

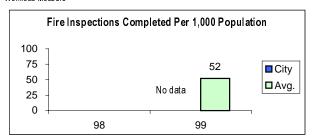
FISCAL YEARS FY 1998 & 1999

Workload Measure



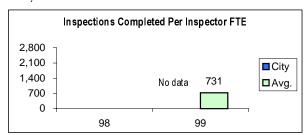
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Workload Measure



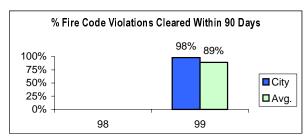
n = 12

Efficiency Measure



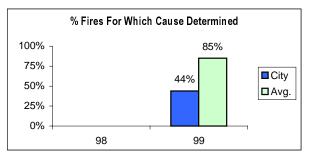
n = 11

Effectiveness Measure



n = 10

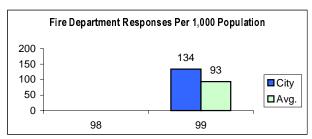
Effectiveness Measure



n = 10

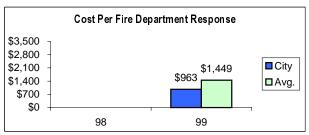
NOTE: Fire Services new study area in FY 1999.

Workload Measure



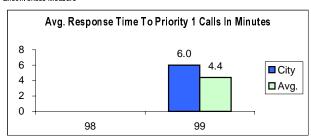
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Efficiency Measure



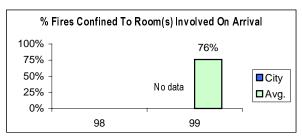
n = 13

Effectiveness Measure



n = 12

Effectiveness Measure



n = 7

Fire Services

Salisbury

FY 1998-99

Canobary						
CITY PROFILE	<u> </u>					
Population Served	26,792					
Land Area Served (Square Miles)	17.6					
Persons Served per Square Mile	1,522					
Topography	Gently Rolling					
County	Rowan					
Climate	Moderate; Some					
	Snow & Ice					
FULL COST PROF	FILE					
Cost Breakdown By %						
Personal Services	57.5%					
Operating Costs	31.3%					
Capital Costs	11.2%					
TOTAL	100.0%					
0 (0 11 0 6						
Cost Breakdown By \$	Ф 4.004.000					
Personal Services	\$ 1,994,233					
Operating Costs	\$ 1,082,136					
Capital Costs	\$ 389,876					
TOTAL	\$ 3,466,245					
SERVICE PROFI	LE					
FTE Positions-Firefighters	54					
FTE Positions-Other	11					
Fire Stations	3					
Amount of Property Protected	\$1,100,255,802					
Fire Apparatus						
Pumpers	3					
Aerial trucks	1					
Reserve equipment/other	8					
Total	12					
Fire Department Responses						
Fires	290					
Medical	1,871					
False Alarms	429					
Other	1,009					
Total	3,599					
Engine Companies	3					
Total Fires Reported	290					
	230					

Total Structural Fires Reported

EXPLANATORY INFORMATION

Service Level and Delivery

The statement of purpose for the Salisbury fire department is to provide capable, well-trained personnel and necessary equipment to suppress fires and effectively manage hazardous chemical accidents that may occur in our community related to transportation or industry; to provide rescue services as needed and basic life support through an updated First Responder Program; and to work toward a more fire safe community through loss prevention activities, including inspections, code enforcement, minimum housing activities, and public education programs.

The fire department contained the following divisions in FY 1998-99: fire control, loss prevention, training, and logistics.

The fire department reported a total response time of 5:00, including 1:00 for dispatch time, 1:00 for turnout time, and 3:00 for travel time.

The city had an ISO rating of 2 for FY 1998-99.

The fire department did not report the number of inspections completed during the fiscal year. The city did report that four fire inspectors were certified, including one battalion chief fire marshall and three inspector captains.

Conditions Affecting Service, Performance, and Costs

The total number of reported fires of 290 and the number of fire responses of 290 represent the total number of actual fires for Salisbury.

105

